

*Embracing*  
CHANGE  
*Impacting*  
COMMUNITIES

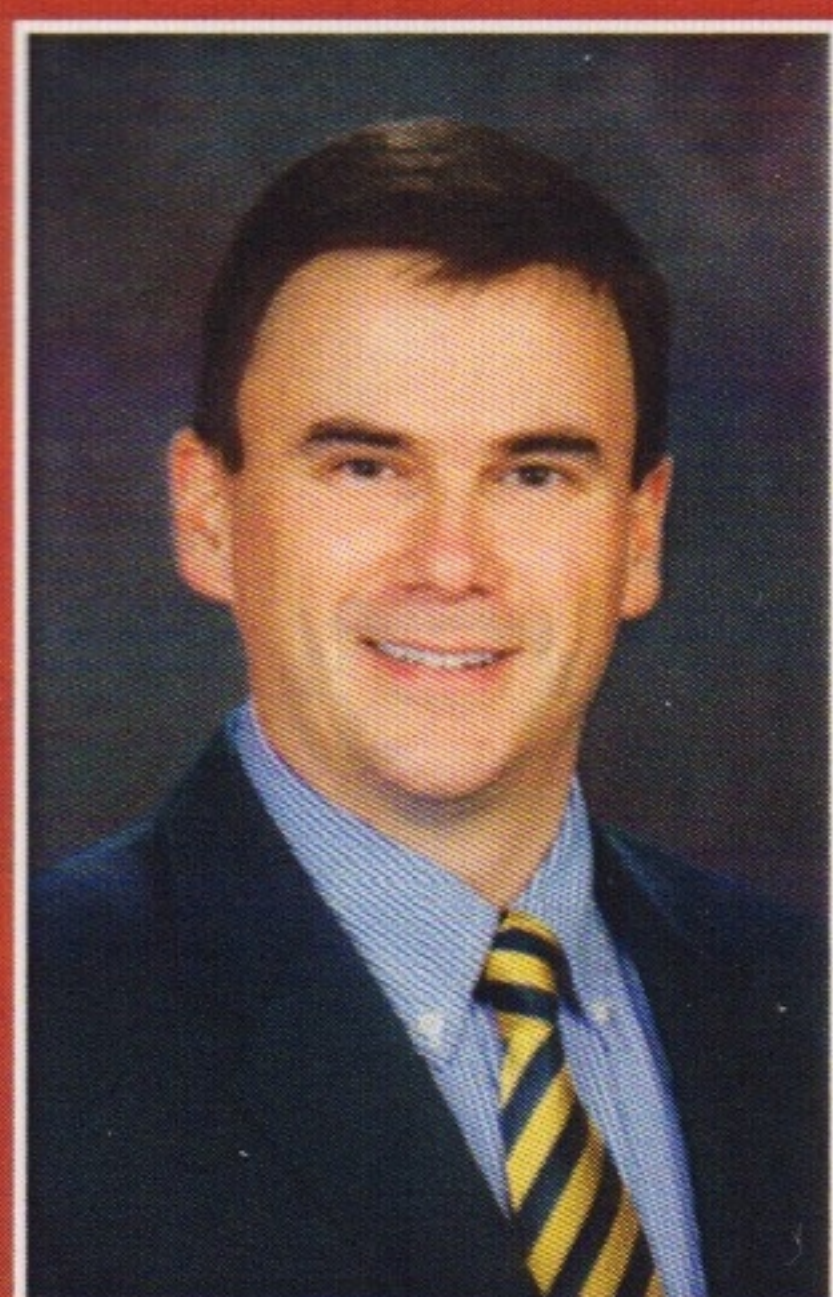
Alabama Community College Association



2018 ACCA CONFERENCE



# WELCOME



We are excited that you have joined us for the 2018 Alabama Community College Association Conference in beautiful downtown Mobile. On behalf of the ACCA Executive Committee, I would like to extend a warm welcome and express how appreciative we

are that you elected to join us this year. Your participation at this year's conference speaks to your desire to make the Alabama Community College System even better.

This year's theme of "Embracing Change, Impacting Communities" reflects on some of the changes that have occurred, or will occur, over the next several months within our System. As we strive to position ourselves as the top educational and workforce leaders, employees must be adaptable to change, especially those that can have lasting impacts on our students and the communities that we serve.

The 2018 ACCA Executive Committee has spent the last year working to provide the best professional development opportunities possible. Through dynamic keynote and commission speakers and relevant concurrent sessions, I am sure that you will find relevant and useful tools to guide you in fulfilling the mission of the Alabama Community College System and your institution.

Thank you for your attendance at this year's conference and for your contributions to our System.

**Russell Howton, Ph.D.**  
**ACCA President**



# CONFERENCE AGENDA

## Sunday, November 18

12:00 p.m. - 5:00 p.m.	Conference Registration	Concourse
2:00 p.m. - 3:30 p.m.	Association Meetings	
	Adult Education Director Association	203 B
	Deans of Students Association	201 A
	Global Engagement	202 A
	Information Services Association	201 C
	Instructional Administration Association	204 A
	Instructional Officers Association	201 B
	Newcomers' Session	204 B
	Presidents' Association	201 D
4:00 p.m. - 5:00 p.m.	Chancellor's Awards Ceremony	East and West Ballrooms
5:00 p.m. - 6:30 p.m.	Conference Opening Reception	Bell Tower Lobby Area

## Monday, November 19

7:30 a.m. - 5:00 p.m.	Conference Registration	Concourse
7:30 a.m. - 5:00 p.m.	Vendor Expo	Concourse/Bell Tower
7:30 a.m. - 8:15 a.m.	Light Breakfast	Concourse/Bell Tower
8:15 a.m. - 9:15 a.m.	Concurrent Sessions I	
8:15 a.m. - 11:30 a.m.	Austal Tour and Presentation (Invitation only)	
9:15 a.m. - 9:45 a.m.	Vendor Expo/Coffee Break	Concourse/Bell Tower
9:45 a.m. - 11:15 a.m.	First General Session	East and West Ballrooms
11:30 a.m. - 12:45 p.m.	Lunch	South Hall
12:45 p.m. - 1:45 p.m.	Concurrent Sessions II	
2:00 p.m. - 3:15 p.m.	Commission on Administration	201 D
	Commission on Faculty	204 A
	Commission on Student	201 A
	Commission on Support	201 B
	Commission on Workforce Development	201 C
3:15 p.m. - 3:45 p.m.	Vendor Expo / Coffee Break	Concourse/Bell Tower
3:45 p.m. - 4:45 p.m.	Concurrent Sessions III	
8:00 p.m. - 12:00 a.m.	Entertainment / Dance	Bon Secour Bay I (Hotel)

## Tuesday, November 20

8:00 a.m. - 8:30 a.m.	Light Breakfast	Concourse/Bell Tower
8:30 a.m. - 9:30 a.m.	Second General Session	East and West Ballrooms
9:45 a.m. - 10:00 a.m.	Coffee Break	Concourse/Bell Tower
10:00 a.m. - 12:00 p.m.	Chancellor's Address and Accredited Meeting	

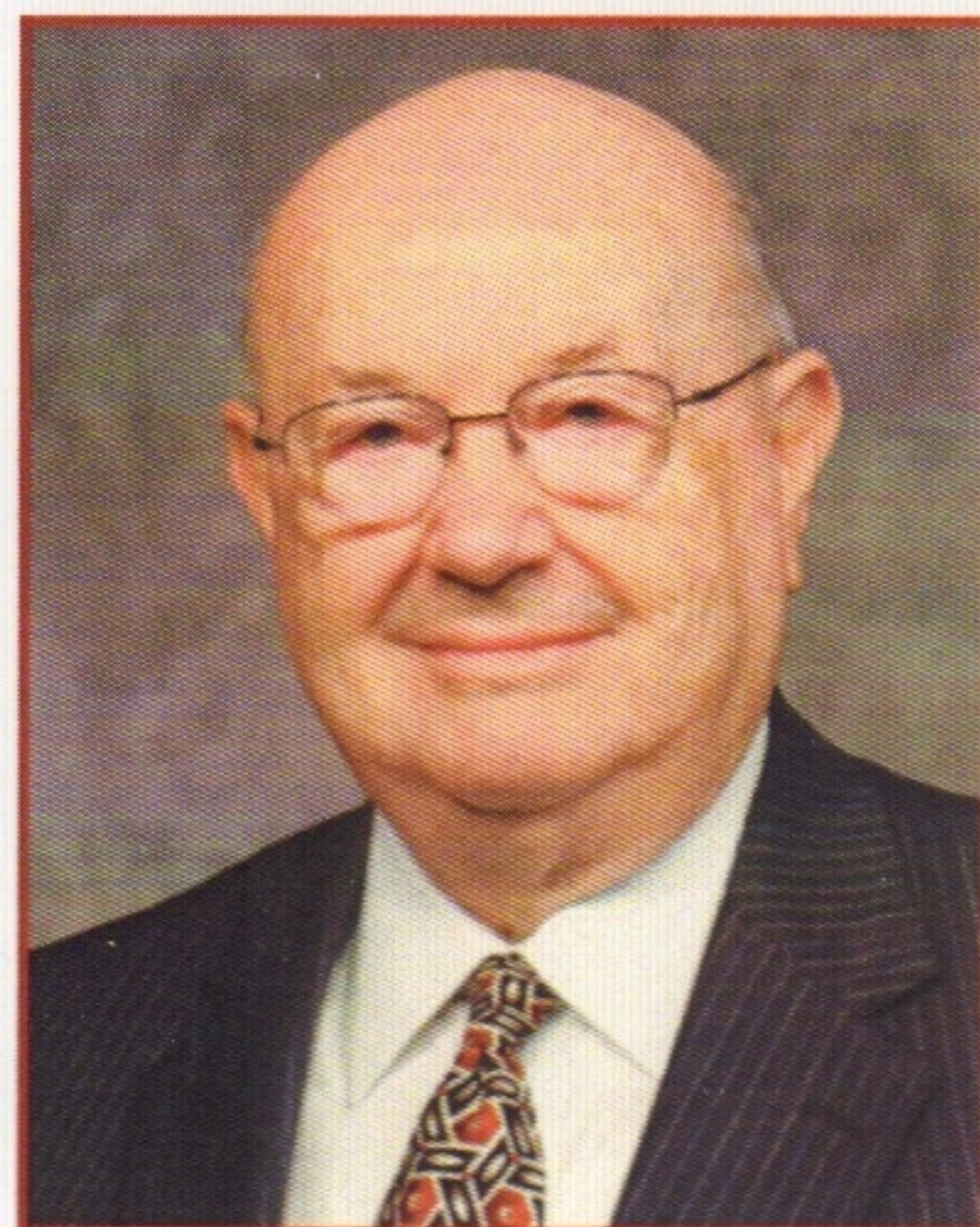




# CHANCELLOR'S WELCOME

## Jimmy Baker

Welcome to the 2018 Alabama Community College Association Conference in Alabama's Port City. We have all attended conferences where we hear lots of great information, but we go back home and continue doing things the same way they've always been done. I challenge each of you to not only listen to the great information provided at this year's conference but to identify at least one new idea, strategy or concept that you can take back to your college and implement immediately. The Alabama Community College System and each of our colleges do tremendous work, however we can always do better.



This past year brought with it significant changes for the Alabama Community College System, and 2019 will bring even more. Any kind of change can evoke a feeling of uncertainty or apprehension and systemic change can increase that feeling tenfold. That's why this year's theme, "Embracing Change, Impacting Communities" is so appropriate. Change isn't meant to be easy, it's meant to be impactful. The changes we're implementing will improve the service we provide to our students. If we embrace them, the impact on our local communities will be exponential.

The Alabama Community College System is the best positioned entity in our state to improve outcomes for our citizens. I'm not satisfied with being the best in the state. I believe we can be the best in the country. I hope you'll join me on that quest.

Thank you for taking the time to participate in this year's conference, and thank you for the important work you do for our System and our students.

Mr. Jimmy Baker is a native of Coffee County, Alabama. He attended high school in New Brockton and later earned a BS degree in Business Administration from Troy University. He earned a graduate degree in Economics and Education Administration and an Education Specialist degree from Auburn University, where he was also certified in school administration. He served for six years in the U.S. Army Reserves.

Professionally, he has taught history and social studies at the high school level; coached football and basketball at Daleville High School; served as Assistant Superintendent and Superintendent of Education for the Daleville Board of Education; and Superintendent of the Coffee County Board of Education. In 1979, he was appointed to serve as the State of Alabama's Assistant State Superintendent of Education of Finance and served in that role for four years.

After serving as president of an investment banking firm, Mr. Baker managed the gubernatorial campaign for Governor Fob James. He was appointed as State Finance Director from 1994-95, where he developed and assisted in the passage of the funding formula known as the Foundation Program. Later, he was appointed as Deputy State Superintendent of Education to implement the new funding program. He returned to the Finance Department as Director during Gov. James' administration after successful implementation of the program.

Throughout his career, he has been instrumental in the development of partnerships with businesses including medical evacuation, real estate development and governmental affairs. As an educator, he has chaired and served on numerous committees including the Alabama Textbook Committee, the State Tenure Commission, and the Alabama Association of School Administrators.

After joining the Alabama Community College System, first serving as governmental affairs consultant, he was appointed Chief of Staff in January 2016. Mr. Baker was appointed as acting chancellor in August of 2016, and on March 15, 2017, he was named Chancellor of the Alabama Community College System.

He is married to Joy, a retired teacher, and they are the parents of two daughters and proud grandparents to four grandchildren.



## DOWNLOAD THE APP!



Attendees at the conference can use the "Crowd Compass Attendee Hub" App this year for all conference information. The app includes conference schedules, exhibitor lists, maps, session evaluations, and other interactive and social features that can be used on smart phones and tablets. To download the app, open your Apple, Google, etc. app store and search for "Crowd Compass Attendee Hub." Once you have downloaded the app, search for "2018 ACCA Conference" and enjoy the features.

## CONVENTION CENTER WIFI ACCESS

Network: ACCA  
Passcode: ACCA2018

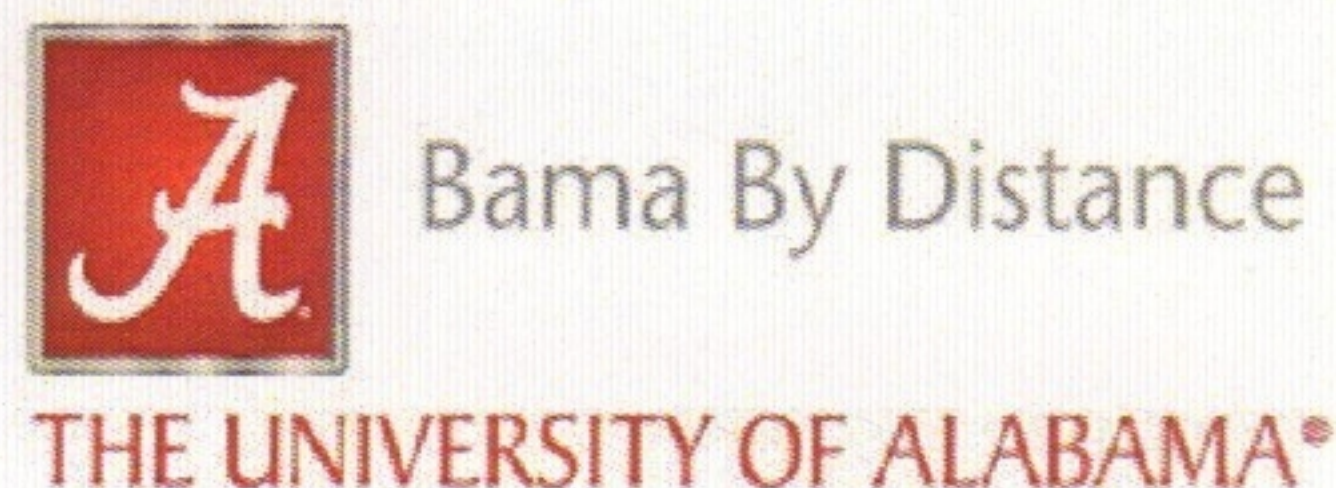
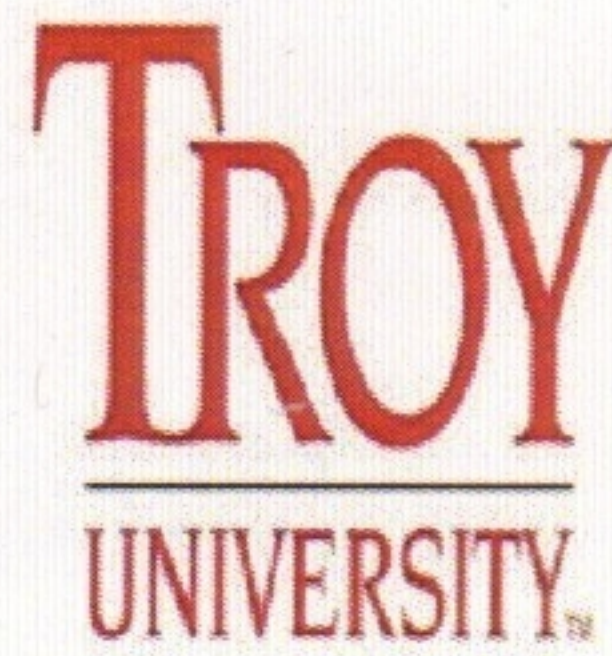


## AUSTAL AUSTAL TOUR

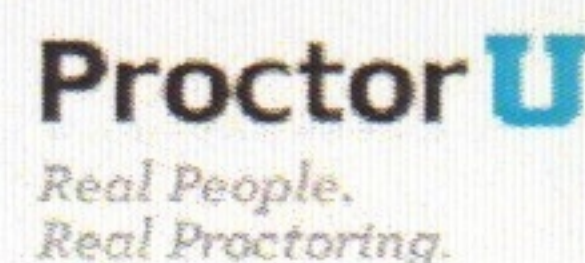
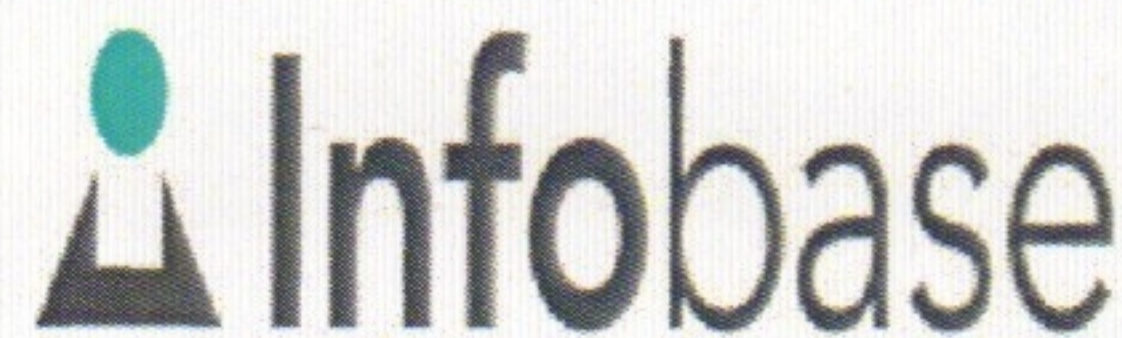
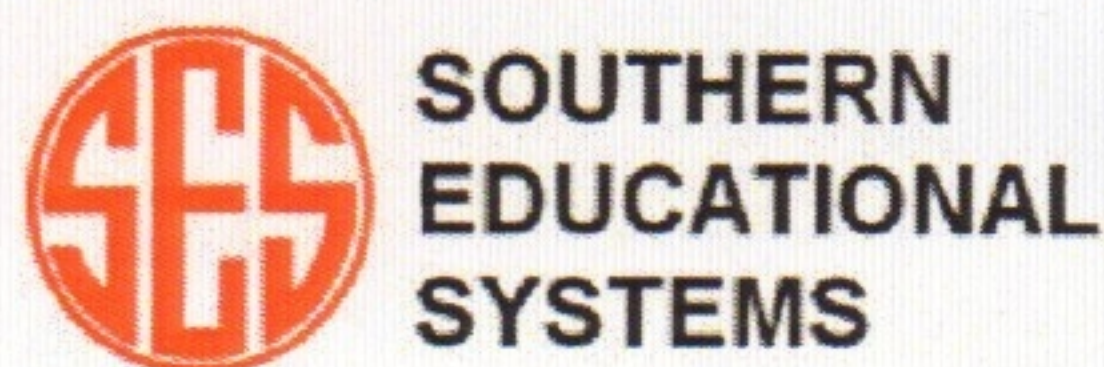
Conference attendees who are participating in the Austal Tour must ride the bus provided by Bishop State Community College. The bus will depart from the front of the Renaissance Hotel on Monday morning at 8:15 a.m. An "Austal Tour" ribbon will be attached to your conference name badge indicating your clearance to participate in the tour. If you have questions, please see any ACCA Executive Committee Member.



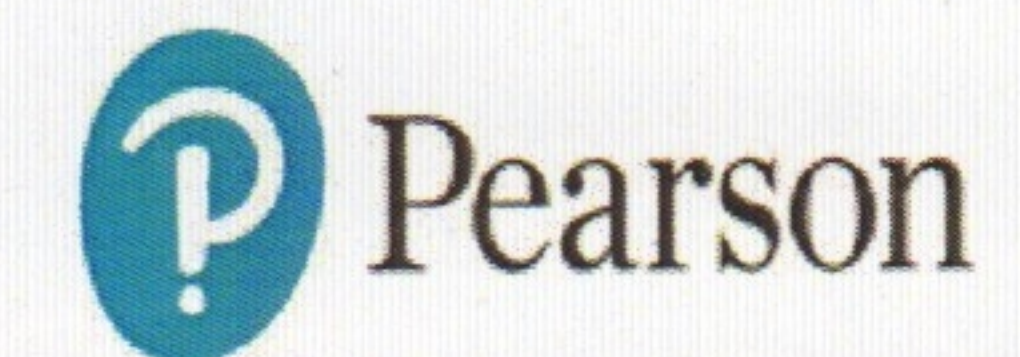
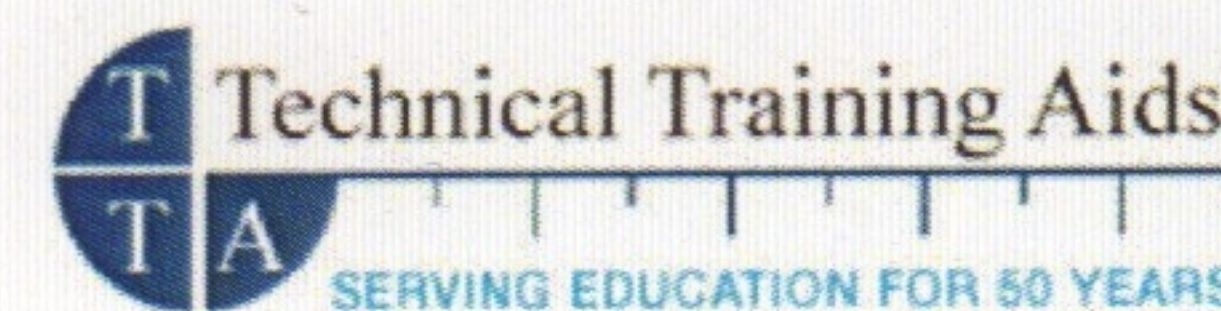
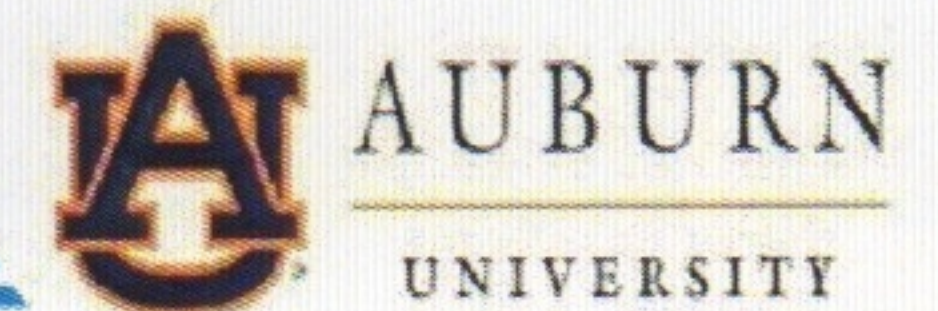
# SPONSORS



# AFFILIATES



# EXHIBITORS



VISIT THE ACCA VENDOR EXPO  
LOCATED IN THE CONVENTION  
CENTER CONCOURSE.



# GENERAL SESSION SPEAKERS

## FIRST GENERAL SESSION

### Brad Montgomery

Brad Montgomery teaches how to “Embrace Your Awesomeness” to boost productivity, creativity, innovation & profits. He turns typical meetings into transformational events using humor and story.

Brad has transformed audiences in all 50 states and on four continents. He’s spoken to dozens of banks, insurance companies, associations, hospitals and Fortune 500 businesses. His past clients include Microsoft, Verizon, the FBI (yes, that FBI), the CIA (yes, that CIA), and the IRS (where he withheld 30 percent of his best strategies).

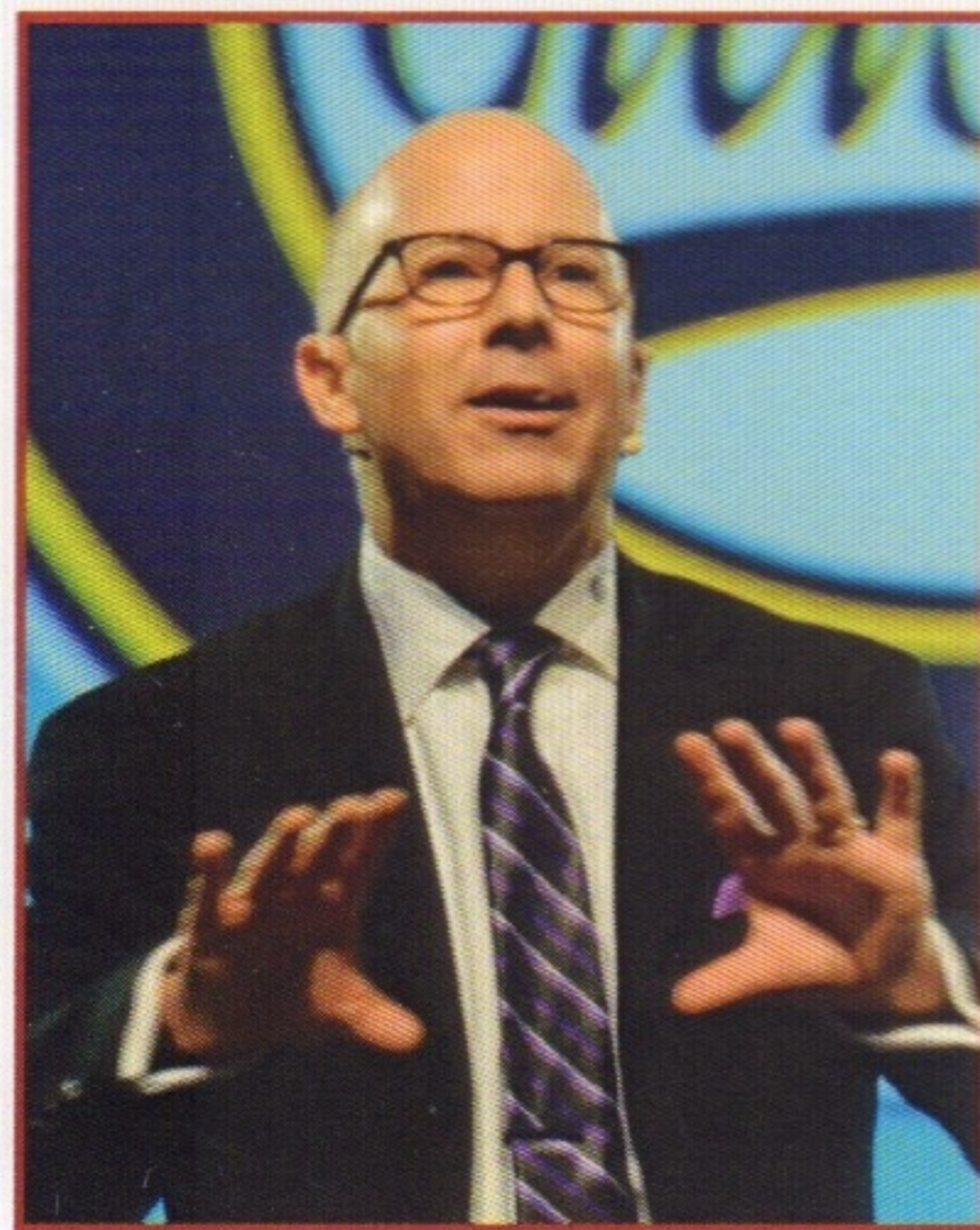
Brad specializes in using humor, interactivity, sound, music and visuals to ignite audiences, so they can get more out of themselves and those people around them. Audiences and meeting planners describe Brad as “authentic.” He’s a real guy on stage and off. Thinking of a canned and over-polished motivational speaker? Brad is the polar opposite.

Other speakers TALK about engagement. But Brad SHOWS you how to harness the power of your own AWESOMENESS in hands-on experiences that you’ll remember and implement. It’s the difference between a “speech” and an “event.”

Brad graduated from Brown University and has earned his Certified Speaking Professional designation, which is the highest earned award from the National Speakers Association. (Fewer than seven percent of speakers worldwide have earned the CSP.) He was inducted to the CPAE Speakers Hall of Fame, which is a big deal. Like an Oscar, but without the movie stars.

Brad joined John Gray (of Mars/Venus fame) and Mark Victor Hansen (of Chicken Soup renown) to write *Mission Possible*. He has also produced and published *Humor Me: America’s Funniest Humorists on the Power of Laughter*, as well as *Humor Us: America’s Funniest Humorists on the Power of Laughter*.

Brad lives in Centennial, Colorado, with his wife, three kids and one neurotic dog. Although he is proud of his many awards and national credits, he’s convinced that his best feats so far are his kids.



## SECOND GENERAL SESSION

### Dr. Mark Milliron

Dr. Mark David Milliron is an award-winning leader, author, speaker, and consultant, who works with universities, community colleges, K-12 schools, foundations, corporations, associations, and government agencies across the country and around the world. He is Co-Founder and Chief Learning Officer of Civitas Learning, a social-purpose corporation committed to using the best of data science and design thinking to help students learn well and finish strong on education pathways. He also serves as Executive Director of Civitas Learning’s Next-Generation Leadership Academy, a program designed to prepare rising leaders to guide innovation and transformation in education. Outside of Civitas Learning, Mark helps catalyze positive change in education through his service on the boards and advisory councils of leading education organizations, including the Trellis Foundation, the Global Online Academy, the Mastery Transcript Consortium, and ISKME/OER Commons.



In previous roles, Mark served as the Deputy Director for Postsecondary Success with the Bill & Melinda Gates Foundation; founding Chancellor of WGU Texas; Endowed Fellow and Director of the National Institute of Staff and Organizational Development at The University of Texas at Austin; Vice President for Education and Medical Practice with SAS; and President and CEO of the League for Innovation in the Community College. Past board service includes the American Council on Education (ACE), Western Governors University (WGU), and the National Technical Institute for the Deaf.

In 1999, The University of Texas at Austin’s College of Education named Mark a Distinguished Graduate for his service to the education field. In 2007, the American Association of Community Colleges (AACC) presented him with its National Leadership Award. In 2013, he was inducted into the United States Distance Learning Association’s Hall of Fame. In 2016, he was chosen by the Chronicle of Higher Education as one of the “Top Technology Innovators” in higher education, and in 2018, Mark was listed by EdTechDigest as one of the Top Influencers in the education technology field.

Regardless of all of his activities and accomplishments, he will quickly tell you that the most important job and the greatest blessing in his life is serving as Julia’s husband and as father to Alexandra, Richard, Marcus, and Max.

Alabama Community College Association





# CONCURRENT I SESSIONS

## Monday from 8:15 a.m. - 9:15 a.m.

### **Bishop State Adult Education Program Survives "Hurricane WIOA" through Career Pathways Options**

Meeting Room: 106 A

*Presenter: Akareem Spears (Bishop State)*

The Bishop State Community College Adult Education Program developed a Pathways to Success Career Pathways Program for eligible Adult Education students in 2016. This program places an emphasis on integrated education; managed enrollment; and lecture and technology based instruction for programs such as plumbing, welding, CNA, culinary arts, and phlebotomy. Come learn how the development of partnerships have benefited the local WIOA Workforce Region and program participants.

### **Bridging the Alabama Skills Gap With Skills USA**

Meeting Room: 203 A

*Presenters: Jimmy Hodges (Wallace-Hanceville) and Jonathan Minyard (Wallace-Hanceville)*

This presentation is aimed at informing participants about the impact of Skills USA on workforce development and technical education. A synopsis will be given on a variety of topics including: Skills USA Framework, past state participation and success, Skills USA website (access & registration), types of contests, and student and school testimonials.

### **Building Student Cultural Capital**

Meeting Room: 105 A

*Presenters: Catie Criswell (Coastal Alabama), Dr. Carl Cunningham (Coastal Alabama) and Charity White (Coastal Alabama)*

A recent study found that low-income or minority students do not prepare for college in the same way as their counterparts, regardless of academic ability or plans to attend college. These students are over-represented in community colleges while their counterparts are more likely to attend select schools. This presentation will focus on how to build cultural capital with students.

### **Complete College Alabama: "Vision to Action - Making Progress"**

Meeting Room: 201 B

*Presenters: Chandra Scott (Mobile Area Education Foundation) and Roderick McSwain (Bishop State)*

As leaders of institutions and classrooms and communities, we have a responsibility to boost student success and Alabama has a plan to get there. At Complete College Alabama, we're leveraging our alliances and implementing strategies around the community college system to close achievement gaps and boost graduation rates and ensure every student has the opportunity to achieve their dreams to complete college with the credentials of value and purpose.

### **Customer Service Disney Style**

Meeting Room: 201 C

*Presenters: Dr. Glenda Colagross (Northwest-Shoals) and Trish Jones (ACCS)*

It's no secret that the Walt Disney Company offers some of the best customer service in the world. Achieving this high level of customer service is no accident; it is the result of a carefully constructed plan that is strictly followed. This presentation outlines Disney's customer service model and applies it to customer service at the community college.

### **Exploring Generational Differences in the Workplace Relevant to Employee Morale and Communication**

Meeting Room: 203 B

*Presenters: Dr. Pamalon Rollins (Trenholm State)*

The workplace consists of a mix of older and younger workers, often clashing as they interact. This session will provide insight and best practices to be used by community college administrators and human resource leaders to understand the generational groups represented in the workplace, and to learn how their differences can improve employee morale and communication.

### **How to Stay in Compliance: Best Practices and Lessons Learned from Compliance Review Team**

Meeting Room: 107 A

*Presenters: Akeem Alexander (ACCS), Donna Boutwell (ACCS), Taylor Hilyer (ACCS)*

The ACCS Compliance Team is working with colleges to evaluate policy, processes and procedures of Title IV programs to strengthen compliance and eliminate audit findings. This presentation will outline the steps of the review process to help colleges prepare as well as offer recommendations and best practices to avoid non-compliance.

### **Is Your Online Course Really a Correspondence Course?**

Meeting Room: 201 A

*Presenters: Michael Gibson (Snead State) and Ann Strickland (Coastal Alabama)*

Federal regulations and SACSCOC policy defines distance education. This session will review federal and SACSCOC requirements for distance education courses and examines techniques for increasing faculty-student and student-student interaction in online courses.

### **It's a Different World....for Recruitment and Enrollment**

Meeting Room: 201 D

*Presenters: Charria Campbell (Southern Union) and Crystal Reed (Northwest-Shoals)*

The ideas of recruitment and enrollment are often topics of discussion across college and university campuses. To recruit, enroll, and retain students requires innovative approaches; thinking "outside of the box"; engaging the community where they are; and using the tools that engage them. This presentation will focus on ways to assist in recruitment efforts at your campus, how to effectively and efficiently collect prospective student data, and some new approaches to connect with the students to get them to enroll at your campus.

### **Outcome-Based Funding: Understanding the ACCS Model**

Meeting Room: 204 A

*Presenters: Kelly Birchfield (ACCS) and Dr. Vicky Ohlson (ACCS)*

The newly implemented ACCS outcome-based funding model utilizes a set of metrics to assess performance data at each of the colleges. This presentation will review the events and work that culminated in the development of the current model, explain how the model works, and share what to expect in the near future with outcome-based funding in the ACCS.

### **Physically READY! Financially READY! Are you Mental Health READY?**

Meeting Room: 106 B

*Presenters: Linda Ruffin and Agnes White (Bishop State)*

Today, mental health needs continue to be unmet and evidence-based treatments have proven to be a challenge to disseminate widely among minority communities. The goal of this presentation is to bring awareness to the challenges of mental health issues that affect our students and their success, and how education and preventative resources are important in combating this issue.

### **Show Me the Money: Scholarships and Funding for Study Abroad**

Meeting Room: 202 A

*Presenters: Ed Douglas (Coastal Alabama) and Carolina Robinson (The University of Alabama)*

"Studying abroad is so expensive!" is a phrase heard among college students and their parents. But it doesn't have to be! There are many "pots of money" for students to support their study abroad experience. Finding these funding sources is integral in expanding opportunities and access for students' international experiences. This session will point attendees to scholarships and other funding sources to assist students with studying abroad.

### **Targeted Industry Designed Instrumentation Technician Program**

Meeting Room: 204 B

*Presenter: Brad James (Bishop State)*

The Alabama Community College System and Bishop State Community College teamed up to develop and deliver a Targeted Instrumentation Technician Program designed by local industry. The program was designed to provide an accelerated, tactical solution to a current need for multi-craft Electrical/Instrumentation Technician (E&I) for local process industries. In this session, the presenter will discuss the steps taken to develop this creative, flexible program that met the immediate need for industry.

### **Training Is Draining But Performance Is Priceless**

Meeting Room: 107 B

*Presenter: Dr. Kesha James (Lawson State)*

Training is draining... literally. It drains budget, time, resources, and the enthusiasm of the learner. In this session, you will learn how to design and deliver performance based e-learning programs. Competing for e-learning funds is much easier when you can show performance results. Learn how to approach learning strategy, design, development, and assessment differently in order to achieve better performance results.

### **What's the D.E.AL: Dual Enrollment and the Alabama Community College System**

Meeting Room: 202 B

*Presenters: Dr. Tammie Briggs (Wallace-Selma), Ann Kelly (Enterprise State), Dr. Nakia Robinson (Trenholm), Alyssa Whitten (Jefferson State)*

Community colleges across the state are in partnerships with high schools to provide students an opportunity to earn both high school and college credit through dual enrollment (DE). This educational opportunity affords students an introduction to higher education while helping to create a seamless transition from high school to college. As colleges work diligently to ensure successful DE programs, there are many who work behind the scenes to establish best practices in administration, collaboration, and student success. This session will highlight a few of those best practices and give an update on some national trends in dual enrollment.



# CONCURRENT II SESSIONS

**Monday from 12:45 p.m. - 1:45 p.m.**

## **A Systems Approach to Facilities Management**

Meeting Room: 203 A

Presenter: Ed Whatley (ACCS)

This presentation will provide an update on the state of Facilities Management across the ACCS with a focus on how new projects are proposed, evaluated, approved, and executed - using a system wide approach - to maximize the benefit to the ACCS and its students, while minimizing the cost to ACCS.

## **Diary of an IT Woman: Help Me Help You**

Meeting Room: 107 A

Presenter: Cynthia Jones (Lurleen B. Wallace)

This light-hearted, sometimes comical, but serious presentation, was created for non-IT (Informational Technology) employees. It's no secret that there are communication barriers between the IT department and non-IT personnel. During the session, the presenter will offer solutions to challenges that present themselves daily with hopes of improving efficiency and productivity in IT related tasks.

## **Early Identification and Remediation for At-Risk Nursing Student**

Meeting Room: 201 D

Presenters: Dr. Becky Bertalan (Gadsden State), Teresa Brown (Chattahoochee Valley) and Dr. Bridgett Jackson (Chattahoochee Valley)

Retaining nursing students until graduation is a problem throughout the country. In this session, the presenters will share insights on ways to identify those at-risk in the first semester, develop remediation strategies for retention, and discuss the struggles and successes encountered during the remediation of students.

## **Elements of a Successful Tutorial Lab—Creating a Positive Tutoring Environment**

Meeting Room: 201 A

Presenters: Kristy Burkart (Wallace-Hanceville) and Lisa Smith (Wallace-Hanceville)

This session provides insight into the journey to create a one-stop center for academic services. Most importantly, personnel will share elements that have proven to double and triple student participation and success. Essential elements such as peer student training, quality tracking services and creating a student-friendly environment will be covered.

## **Enrollment Management Planning: Recruitment and Retention**

Meeting Room: 203 B

Presenters: Farrah Hayes (Gadsden State), Kelly Pearce (Gadsden State), Teresa Rhea (Gadsden State) and Laura Swann (Gadsden State)

During the last few years, economic events and changes in the job market have impacted enrollment at Gadsden State Community College and other colleges in the state. Gadsden State was determined to 'create our future' through development of a deliberate and intentional approach to enrollment management. This session will present the Enrollment Management Plan, the rationale supporting the development of the EM Plan, and discuss how the plan is implemented and revised based on annual outcomes.

## **Establishing a Consistent Navigational Student Experience**

Meeting Room: 201 C

Presenters: Chris Alexander (Calhoun) and Wes Harris (Calhoun)

This session will provide insight toward the importance of student navigation in an online course. It will address the importance of establishing a consistent navigational experience for the student regardless of the course subject. The development, implementation, and sustainability of this navigational experience will be addressed.

## **Exploring Online Tutoring: Using Online Tutoring to Accelerate All Learners**

Meeting Room: 105 A

Presenter: Judith Lea (Northeast Alabama)

Northeast Alabama Community College will highlight the process of investigating and implementing an online tutoring program to enhance their on-campus tutoring program. Using the platform they had in place, they discovered how to meet the needs of all students, particularly those that are unable to participate in-person. This session will walk you through the process from start to finish on how they are adapting to an ever-changing learner both digitally and traditionally.

## **Girls IMPACT Alabama**

Meeting Room: 202 A

Presenter: Dr. Shawanda Thomas (Lawson State)

Increasing mathematical potential among college-bound teens can be a task, but this is exactly what the presenter, a self-proclaimed "Chief Empowerment Officer" is attempting to do with girls through STEM. Armed with funds from ACCS, the program was extended to also champion girls to their options in career-technical fields. Learn about the progress made to "empower girls to impact the world through STEM" and career-technical fields too.

## **Going, Growing, and Generating Change: Impacting communities through Ready to Work**

Meeting Room: 202 B

Presenters: Holly Elliott (Shelton State), Ryan Sabbagh (Shelton State) and Paul Sanders (Shelton State)

As the automotive and manufacturing industries continue to grow in the Tuscaloosa area, Shelton State Community College's Workforce Development Ready to Work program is working with its partners in order to help and meet the needs of employers. Details of community outreach, high school outreach, and program outcomes will be discussed, and the presenters will provide information and strategies that seem to be working for business partners.

## **IMPLICIT BIAS: Implications for Closing the Achievement Gap**

Meeting Room: 106 B

Presenter: Dr. Elizabeth Schlosser (Bishop State)

According to educational studies conducted in the U.S., cultural bias has been found in the instruction of students. This presentation will provide awareness about race implicit bias by addressing the real impact it has on the relationships that we form with individual groups that differ from our own. It will also provide strategies that aid in diminishing such bias.

## **OER - Increasing Adoptions and Student Savings on Your Campus**

Meeting Room: 204 A

Presenters: Ron Leonard (ACHE), Betty McClen-don (Southern Union), Cayce Van Horn (Southern Union), Adam Merkle (Bishop State) and Dr. Vicky Ohlson (ACCS)

A panel of faculty and staff from Southern Union, Bishop, ACCS, and ACHE will discuss their work in creating, adapting, implementing, and expanding open educational resources (OER) in a variety of courses including humanities, sciences, mathematics, and career technical offerings. Data on textbook cost, results from specific OER projects and the lessons learned along the way will be shared.

## **Strategies and Good Practices for a Successful SACSCOC Reaffirmation**

Meeting Room: 106 A

Presenters: Dr. Glenda Colagross (Northwest-Shoals), Dr. Kemba Chambers (Trenholm State), Dr. Mimi Johnson (Trenholm State), Dr. Joree Jones (Chattahoochee Valley) and Dr. Louis Shedd (Shelton State)

Using a panel of experienced accreditation professionals, attendees to this session will receive tips on how an institution can strategically position itself to comprehensively understand and respond to the 2018 Principles of Accreditation. Participants are encouraged to ask meaningful questions as the panel discusses how to manage the stress of accreditation by developing an accreditation plan or playbook and collecting assessment / accreditation data to prove compliance to SACSCOC standards.

## **The Fifth Year Interim Report: Presenting the Case During the Transition Phase**

Meeting Room: 201 B

Presenter: Roderick McSwain (Bishop State)

While SACSCOC conducts an intensive review of its member institutions every 10 years, the U.S. Department of Education requires accrediting agencies to monitor institutions more often to ensure that those eligible for federal funds continue to meet accreditation standards. To that end, the commission has developed a Fifth-Year Interim Report. A discussion of components included in the Fifth-Year Interim Report will be presented.

## **The Reality of Referrals—Saving Students with SAGE**

Meeting Room: 107 B

Presenters: Kristen Shelton (Northeast Alabama) and Dr. Sharon Totten (Northeast Alabama)

We all know that retention equals graduation, and graduation equals community success. High graduation rates have multifaceted effects on our communities through recruiting new industry, lowering poverty rates, and boosting community involvement. Let us show you how Northeast Alabama Community College has improved its student retention and success rates through a new faculty referral initiative.

## **Using Data for Improvement at the Program Level**

Meeting Room: 204 B

Presenters: Marilyn Dalton (Northeast Alabama), Tom Dixon (Northeast Alabama), Dr. Mike Kennamer (Northeast Alabama) and Brad Fricks (Northeast Alabama)

As part of the institutional planning process, Northeast Alabama Community College requires each office and instructional unit to set goals at the beginning of each fall semester. These goals are evaluated in July with an emphasis being placed not only on the outcomes, but also in how the assessment process was used to improve the program. Participants in this seminar will learn how NACC uses data and metrics with their ultimate customers, business and industry for program improvement.

## **Workplace Success**

Meeting Room: 105 B

Presenters: Kristen Bobo (Shelton State) and Phillip Johnson (Shelton State)

In this session, attendees will follow a model for establishing Workplace Success classes, designed for students functioning at or below the 5.9 grade equivalent in order to prepare them for success in the Ready to Work program and/or entering the workforce. Presenters will discuss background on how the need for the course arose and how the program was able to quickly respond to a need through cooperation with local, area, regional and state partners.



# COMMISSION SPEAKERS

## COMMISSION ON ADMINISTRATION

### Dr. Mark Milliron

Dr. Mark Milliron's is also a general session speaker at this year's ACCA Conference. His complete biography can be found on page 9.



## COMMISSION ON FACULTY

### Dr. Kenneth Lawrence

Dr. Kenneth Stefan Lawrence is a former recipient of the Future Teacher of Color Award from the Georgia Council of Teachers of English. He earned a Bachelor of Arts in English/Secondary Education from Columbus State University. After graduation, he began working as an English teacher, basketball coach, and AP Coordinator at G.W. Carver High School. He went on to earn a Master of Education in English/Secondary Education. In 2016, his AP Program earned the Georgia AP Champion Award for eliminating barriers that restrict access to accelerated classes for all students. Dr. Lawrence has earned numerous honors such as the 2016 Muscogee County School District Teacher of the Year, 2016 Chattahoochee Valley Parent 2 Parent, and the LLC Community Champion Award. Dr. Lawrence earned his Doctor of Education in Educational Leadership from the University of Georgia. In 2017, he co-designed the E3 Conference which is a collaboration between CSU and MCSU to create a culture of learning for 21st-century education. In 2018, he was named a finalist for Georgia Teacher of the Year and was voted in by the Muscogee County school board to be the assistant principal of Aaron Cohn Middle School.



## COMMISSION ON SUPPORT

### Ms. Sharon Lovoy

Sharon W. Lovoy, owner of Lovoy's Team Works, Inc., is a training facilitator, executive coach, keynote speaker and intervention specialist in high stakes organizational challenges. She has had the privilege of working with over 300 clients in the US and Canada as well as being a faculty member for The University of Alabama, for the College of Continuing Studies. She won an award for the Outstanding Faculty Member of the Year.



As a Master Trainer in Crucial Conversations™, Crucial Accountability™ and Influencer™, she has worked with organizations such as Mercedes Benz USI, UAB Health Systems, Energen, Southern Company, and various state and city governments. Her work includes training, executive coaching, consulting for special projects and facilitating dialogue about difficult topics that are challenging growth and progress. Efforts focus on studying positive deviance in other organizations and learning from their successes rather than staying stuck and feeling the need to invent new solutions or engage in "heroic leadership."

Sharon is a faculty member for training for the Delta Leadership Institute (DLI) an 8-state consortium consisting of leaders from the poorest parts of the US. She has also conducted specific interventions within DLI participant communities. She is the pro bono trainer for Sozo Children International based in Birmingham. This organization's mission is to release Ugandan children from imprisonment in orphanages that thrive on child labor, to building group homes headed by Ugandan parents in a healthy community established by the organization.

## COMMISSION ON STUDENTS

### Mr. Kelvin Redd

Bestselling author Kelvin Redd is the Managing Partner of The Redd Group. His second book, *Define Your Destiny: A Self-Awareness Journey Towards Servant Leadership*, debuted on the 2014 Amazon Kindle Top 100 Leadership Books List. He is also the author of *Stand Tall: Essays on Life and Servant Leadership*. His third book, *The Book of Noble*, a business novel is due out in 2018. Kelvin is a featured facilitator, keynote speaker, and Executive/life coach. Recently, Kelvin became a "Master" Emergenetics Associate in 2017. While there are more than 2,500 Emergenetics Associates around the world, there are only 29 Master Associates. He was recognized at the Emergenetics Brain Summit in Vancouver, Canada, in 2017. Kelvin received a Bachelor of Arts in History from Auburn University, and he earned a Master of Science in Management with a concentration in Leadership and Organizational Effectiveness from Troy University.



## COMMISSION ON WORKFORCE DEVELOPMENT

### Mr. Al McCambry

McCambry is currently the Dean of Workforce Development at Gulf Coast State College. Prior to migrating to education, he held managerial positions in the industries of manufacturing, accounting, and marketing and in the capacity of VP/GM in the telecommunications industry.



Al has been involved with community and industry boards, which calls for big picture thinking and strategic planning. Most recently he was appointed by the governor to sit on the Human Relations Commission for the State of Florida.

Al has been Chairman of the Board for two local area chambers of commerce; current member of Board of Trustees for the Gulf Coast Regional Medical Center; Chairman of the Military Affairs Committee for Bay County Chamber; member of the Bay County Economic Development Alliance; Chairman of the Board for LEAD; Member Florida's Great Northwest-a regional economic development organization; member of the Development Board Florida State University - Panama City Campus; member Foundation Board of Gulf Coast State College; current President for the National Council of Continuing Education and Training (NCCET) an affiliate council of AACC (Association of American Community Colleges); current member Bay Education Foundation to name a few.

Al received his MBA from Western Governor's University and his bachelor's degree from the University of Georgia with a major in Finance. Al has received awards including the Paul Harris Fellow from the Panama City Downtown Rotary Club; JR Achievement Business Hall of Fame Laureate Recipient 2013; Ruby Cooper Award and the Clara Barton Award for Outstanding Leadership, and Service-American Red Cross Panhandle Chapter.



# COMMISSION SESSIONS

**Monday from 2:00 p.m. - 3:15 p.m.**

## Commission on Administration

### **Future-Ready Community Colleges: A Town Hall Discussion of an Upcoming Key Trends Survey**

Meeting Room: 201 D

*Presenters: Dr. Mark Milliron (Civitas Learning)*

Explore what's in store for community colleges as they continue to move forward in the 21st century. Drawing on data from national studies and surveys of more than 600 CEOs, and highlighting innovations and transformation strategies from national initiatives, this session overviews the League's upcoming report which provides a big picture look at the challenges and choices facing administration, faculty, staff, and students as they strive to renew their organizations.

## Commission on Faculty

### **The Culturally Proficient Educator**

Meeting Room: 201 A

*Presenters: Dr. Kenneth Lawrence (Muscogee County School District)*

Cultural Proficiency in education is the level of knowledge-based skills and understanding that are required to successfully teach and interact with students and to work effectively with colleagues from a variety of cultures. This presentation will focus on America's growing need for institutions and educators to use five essential elements that contribute to cultural proficiency in policy making, administration, and practice.

## Commission on Students

### **Lead Different: An Introduction to Servant Leadership**

Meeting Room: 201 A

*Presenters: Kelvin Redd (Redd Group)*

Leadership expert and author Kelvin A. Redd presents self-awareness as the key to being a

successful and effective servant leader. You simply cannot lead others if you don't even know your own self. This holistic approach to leadership is concerned with the totality of the individual, the self, and the people you serve. Prepare to gain a deeper understanding of your own hopes, dreams, and desires while developing the ability to more deeply understand others.

## Commission on Support

### **Change: Thriving, Not Just Surviving Becoming Architects of Our Future**

Meeting Room: 201 B

*Presenters: Sharon Lovoy (Lovoy's Team Works, Inc.)*

Change Management is a structured approach to help teams and organizations make the transitions needed to thrive. The key to Thriving, Not Just Surviving is getting people excited and enthusiastic about change, instead of feeling threatened by it. Participants in this session will learn that some reactions are normal as well as steps that can be taken to cope with the reaction to change.

## Commission on Workforce Development

### **Meeting Workforce Need - Today and Tomorrow**

Meeting Room: 201 C

*Presenters: Al McCambry (Gulf Coast State College)*

As we continue our focus on workforce and economic development strategies and processes, we will have to focus on eliminating the skills gap that exists between available jobs and the talent pool to enhance a region's economic stability and prosperity. This session will address the following questions: How good are we at effectively completing this task? What are the demographic and socio economic drivers that will impact business needs and employee skills? What are the core work-related skills that we must ensure are embedded within our curricula?



# ALABAMA COMMUNITY COLLEGES

Alabama Community College System

Bevill State Community College

Calhoun Community College

Chattahoochee Valley Community College

Coastal Alabama Community College

Drake State Community and Technical College

Ingram State Technical College

Jefferson State Community College

Lurleen B. Wallace Community College

Northeast Alabama Community College

Reid State Technical College

Snead State Community College

Trenholm State Community College

Alabama Technology Network

Bishop State Community College

Central Alabama Community College

Enterprise State Community College

Gadsden State Community College

Lawson State Community College

Marion Military Institute

Northwest-Shoals Community College

Shelton State Community College

Southern Union State Community College

Wallace Community College

Wallace Community College Selma

Wallace State Community College

# ALABAMACCA.ORG



# CONCURRENT III SESSIONS

## Monday from 3:45 p.m. - 4:45 p.m.

### Accelerate to Success: Updates on Developmental Reform

Meeting Room: 107 B

Presenters: Kelly Birchfield (ACCS), Dr. Johnny McMoy (Wallace State) and Eddie Pigg (Southern Union)

A panel from around the state will present the work of the College Readiness Task Force and the directives shared by ACCS Chancellor Jimmy Baker. Through this session, participants will become aware of recently adopted developmental reforms, including the milestones and analysis that lie ahead.

### BIT Team Formation

Meeting Room: 106 B

Presenters: Jim Stewart (Calhoun) and Dr. Ina Wilson Smith (Calhoun)

Does your college have a Behavioral Intervention Team (BIT) in place? In this session, presenters will walk attendees through the history and formation of college behavior intervention teams and current behavior assessment tools. A review of actual intervention team meetings and the subsequent resolutions will also be shared.

### Bridging the Gap-Out Reach, That Reaches Out: The Case of the Trenholm 100

Meeting Room: 204 B

Presenter: JaCorey Calloway (Trenholm)

Mentoring programs are not new to colleges but there are some who ask "is mentoring necessary?" Research has shown that mentoring can be associated with a wide-range of positive outcomes for students. This session will cover what mentoring at Trenholm State has done to address the minority male at-risk student population.

### Customer Service

Meeting Room: 201 B

Presenter: Lisa Fletcher (Calhoun)

Customer Service is vital to any institution or business. Simply put, "If we do not have students/customers, we do not have jobs." This session will teach you how to provide great customer service by simply listening to students/customer needs, establishing rapport, and gaining trust.

### Define Your Destiny

Meeting Room: 201 A

Presenter: Kelvin Redd (Redd Group)

Are you in your job to do something or to have something to do? What are your talents? What are your passions? Do you know who you are? Leadership expert and author Kelvin A. Redd presents self-awareness as the key to being a successful and effective servant leader. You simply cannot lead others if you don't even know your own self. Prepare to gain a deeper understanding of your own hopes, dreams, and desires while developing the ability to more deeply understand others, which increases your effectiveness in serving and leading them.

### Developing Critical Workforce Skills Through Torque and Precision Measurement

Meeting Room: 201 D

Presenters: Jeremy Smith (Wallace-Hanceville) and Steve Smith (Wallace-Hanceville)

Workforce, like today's technology, is rapidly changing. This hands-on presentation will bring a real world application of two trained skills and how they can impact the current and future of the workforce.

### Does What I Unconsciously Do In My Math Class Really Matter?

Meeting Room: 105 B

Presenter: Shywanda Moore (Shelton State)

Have you ever wondered why some students are more vocal in your class or why only a certain group of students come to see you for help outside of class? Although students are the single biggest contributor to their academic success, could there be other reasons for student struggles? In this session, attendees will learn about implicit bias and how faculty can identify methods to combat implicit bias in the classroom.

### Educating Technicians in Energy Efficiency

Meeting Room: 107 A

Presenters: Allen Teel (Lurleen B. Wallace) and Eddie Spann (Lurleen B. Wallace)

To meet the needs of employers in today's workforce, steps are being made to enhance the quality of training in energy efficiency for technicians. In this presentation, faculty from Lurleen B. Wallace Community College will share how they enhanced existing Industrial Electronics and Diesel & Heavy Equipment programs using new and revised curriculum, development of new courses and equipment to improve training for students.

### Embrace Your Inner SuperHero - Without a Cape!

Meeting Room: 105 A

Presenter: Robert McWilliams (Bishop State)

Don't be a "normal" instructor, staff member or administrator. Become a Superhero in your career! A cape is not required! Just like the "Superheroes" in the comics, we can use our strengths to serve the various populations we reach. We will also learn how to navigate around workplace Kryptonite and Super Villains that hinder progress in our institutions.

### Flips and Clips: How to Engage Today's Students in All Learning Environments

Meeting Room: 203 A

Presenter: Stacey Albaugh (Coastal Alabama)

Whether in the traditional classroom, a hybrid course, or a completely online course, engaging students is challenging. Faculty must find ways to connect students with the content in order to promote critical thinking and cognitive skills. In this session, the presenter will discuss how she involved students in the learning process through the use of multimedia, employing new teaching strategies, and the use of humor to engage students of all ages and attitudes.

### Functional Spaces: Creating Engaging Classrooms for Collaborative Learning

Meeting Room: 106 A

Presenters: Derrick Griffey (Gadsden State) and Farrah Hayes (Gadsden State)

As classroom spaces change in K12, community colleges must embrace new concepts and ideas for instruction that engage students in the learning process. Simply providing teacher-centered lectures amid rows of desks is not conducive for interactive lessons. Through this workshop, the presenters will provide new approaches to creating collaborative learning experiences within the community college classroom. From research pods to classroom carousels, these approaches will offer English, social science, and math instructors with the skills necessary to implement collaborative learning experiences in their own classrooms.

### Increasing Recruitment, Retention, and Completion of Underrepresented Minorities in STEM Career Path

Meeting Room: 204 A

Presenters: Dr. Calvin Briggs (Lawson State) and Dr. Bruce Crawford (Lawson State)

Lawson State currently houses several federal grants under its Center for Excellence in STEM which supports student recruitment, retention, and completion. This session will share programmatic data of two programs which are designed to create pathways into professional STEM careers through the use of awareness activities, field experiences, service learning, and teaching and learning through problem-based learning concepts.

### Is My Teaching Effective?

Meeting Room: 202 A

Presenter: Jerelle Hendon (Lawson State)

In this module, educational professionals are exposed to high-quality research practices that stimulate effective learning conditions in their classrooms. Through the use of effective instructional and learner strategies, instructors are able to improve learning outcomes in their classrooms.

### Linking to a Better Future: A Partnership between The University of Alabama and ACCS

Meeting Room: 202 B

Presenters: Sonya Dunkin (The University of Alabama) and Megan Welborn (The University of Alabama)

The University of Alabama is committed to meeting the needs of Alabama students through partnerships with the Alabama Community College System. The University provides community college graduates, faculty, and staff the opportunity to continue pursuing higher education through various programs, including Bama Link. This session will highlight some of the collaborative efforts that have been proposed and implemented by the Bama Link Partnership Advisory Council (PAC) which is comprised of main campus and distance learning faculty and staff at UA and key constituents from the ACCS.

### Personality Differences and Effective Teamwork

Meeting Room: 201 C

Presenters: Dr. Felisha Ford (Enterprise State) and Michael Harrison (Enterprise State)

In this session, participants will be equipped with information they need to facilitate teamwork and minimize conflict. By increasing self-knowledge of team member personalities, dispositions, and priorities, leaders become more well-rounded and effective when working with teams.

### Strengthening Student Success and Our Communities Through AmeriCorps VISTA

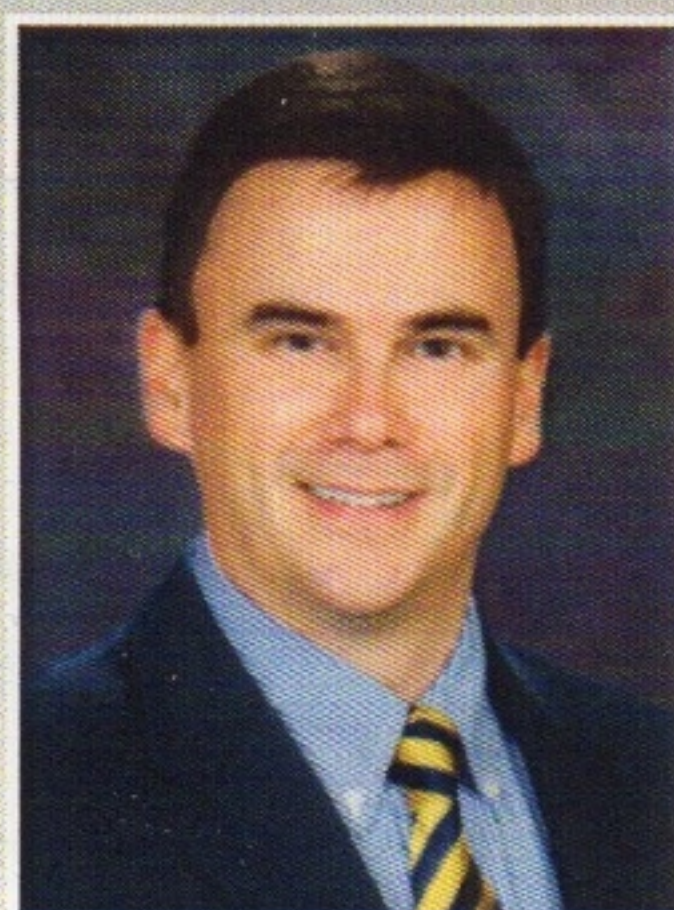
Meeting Room: 203 B

Presenters: Damita Hill (Jefferson State) and Guin Robinson (Jefferson State)

AmeriCorps VISTA is the national service program that works to eliminate poverty. Through a grant from the Corporation for National and Community Service, the federal agency for AmeriCorps VISTA, Jefferson State Community College is making a difference by developing high touch, enhanced student support services with a focus on the utilization of a success coaching model. This presentation will go into detail on the development of two programs at JSCC and include areas of focus which other colleges may be able to utilize in enhancing student services, and in building awareness and education for an epidemic that is adversely affecting our communities.



# EXECUTIVE COMMITTEE



President  
**Dr. Russell Howton**  
Bevill State  
Community College



First Vice-President /  
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**Dr. Victoria Perry**  
Bishop State  
Community College



Second Vice-President  
**Ben Jordan**  
Southern Union State  
Community College



Treasurer  
**Jessica Davis**  
Coastal Alabama  
Community College



Immediate Past President  
**Dr. Kemba Chambers**  
Trenholm State  
Community College



Secretary  
**Janice Stacks**  
Bevill State  
Community College



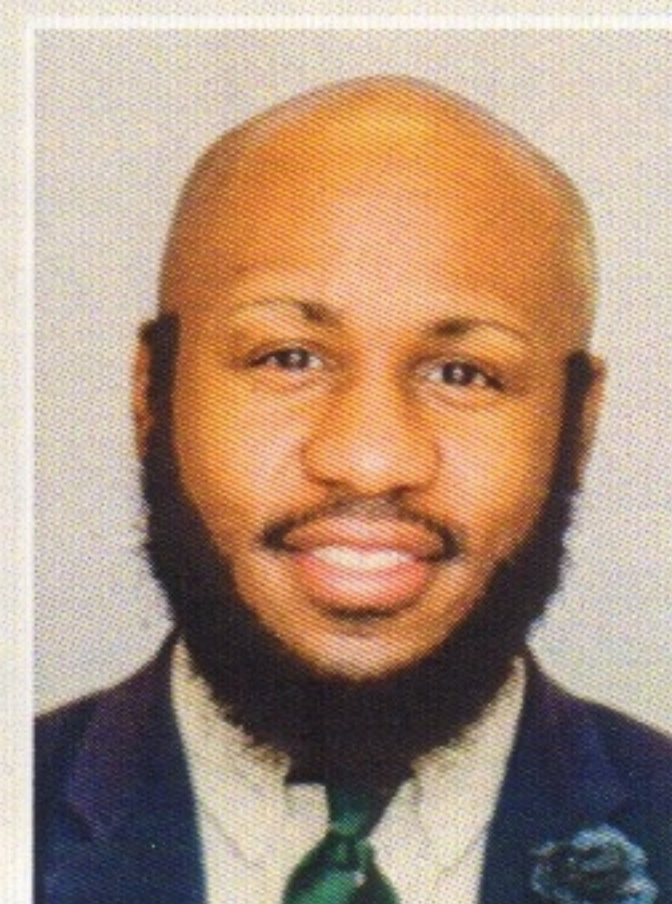
Commission on  
Administration Chair  
**Dr. Glenda Colagross**  
Northwest-Shoals  
Community College



Commission on  
Administration Co-Chair  
**Dr. David Hodge**  
Chattahoochee Valley  
Community College



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Chattahoochee Valley  
Community College



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Coastal Alabama  
Community College



Commission on  
Students Chair  
**Dr. Sherri Taylor**  
Central Alabama  
Community College



Commission on  
Students Co-Chair  
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Commission on Workforce  
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Community College



Commission on Workforce  
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Community College



Affiliates & Vendors  
Coordinator / Historian  
**Dr. Kevin Windham**  
Shelton State  
Community College



Communications  
Coordinator  
**Shondae Brown**  
Southern Union State  
Community College



Communications  
Coordinator  
**Miranda Collier**  
Snead State  
Community College



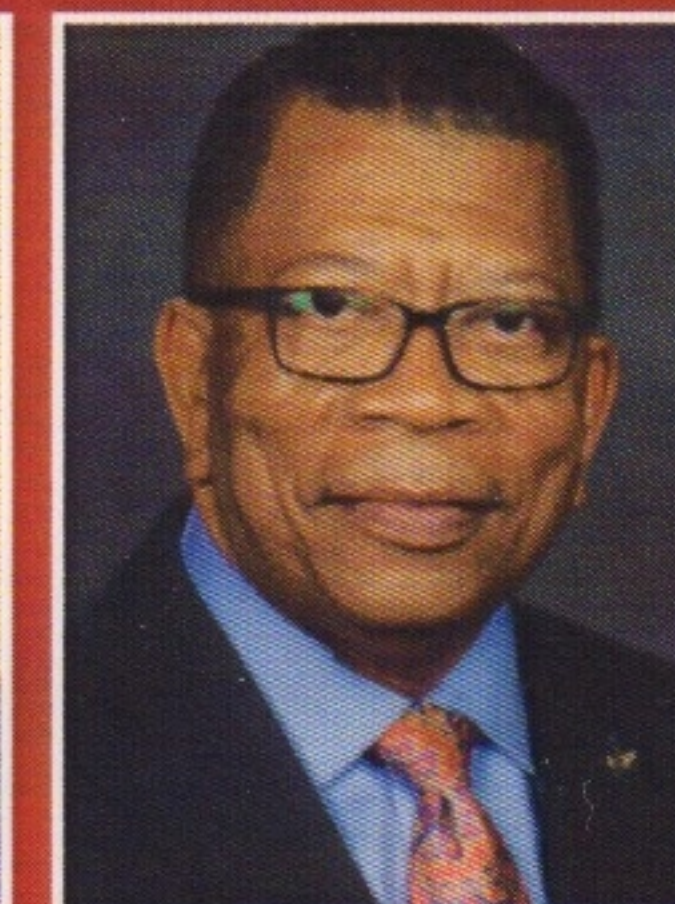
Evaluations  
Coordinator  
**Jason Trull**  
Enterprise State  
Community College



Event/Ambassador  
Coordinator  
**Dr. Tangel Purifoy**  
Reid State  
Community College



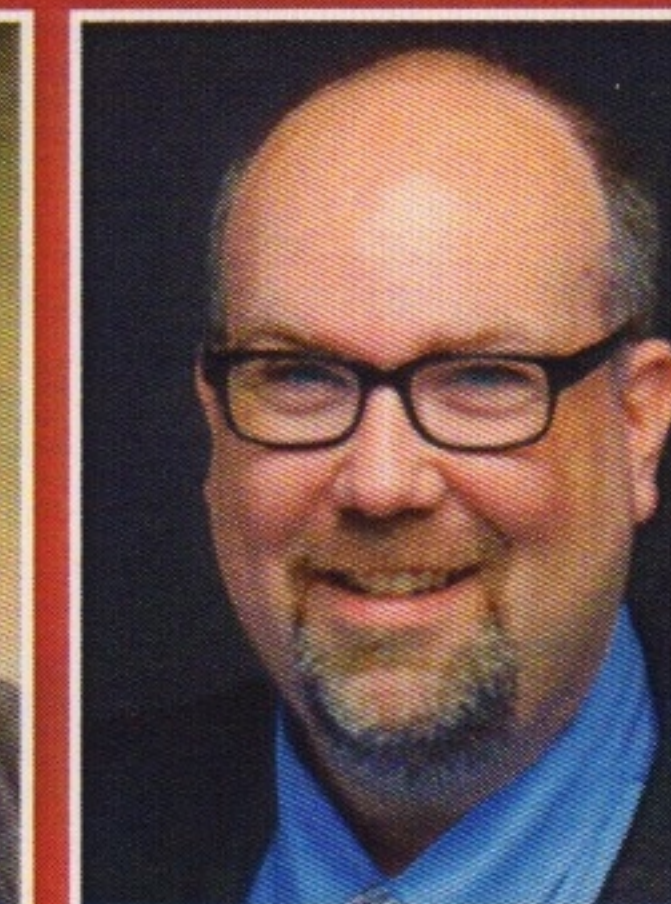
Executive Assistant -  
Parliamentarian  
**Dr. Cynthia Anthony**  
Lawson State  
Community College



Executive Assistant -  
Special Projects  
**Dr. Bruce Crawford**  
Lawson State  
Community College



Executive Assistant -  
Special Projects  
**Jackie Screws**  
Chattahoochee Valley  
Community College



Executive Assistant -  
Member Services  
Coordinator  
**Dr. Chris Franklin**  
Bevill State  
Community College



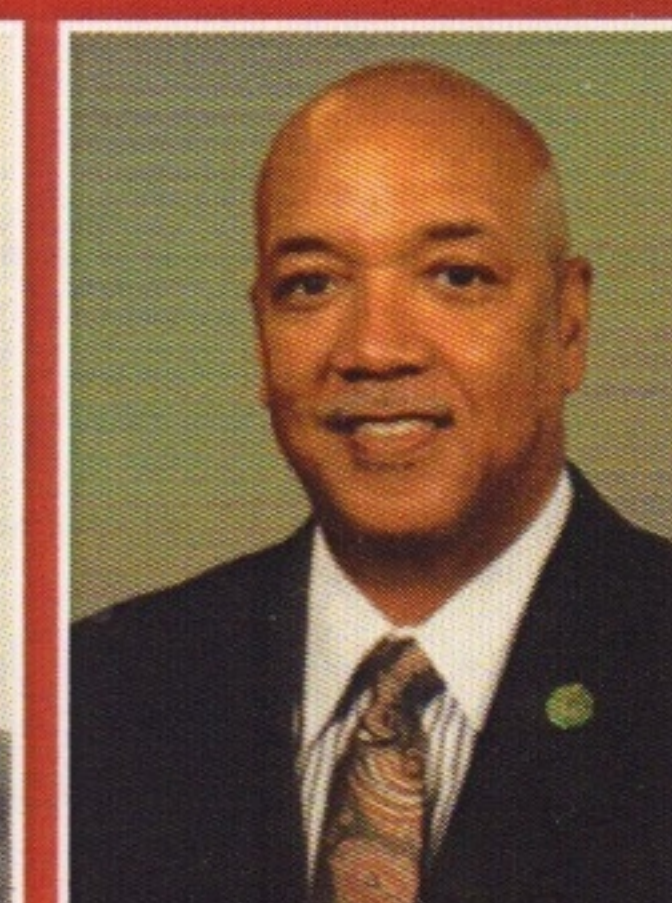
Associations/Door Prize  
Coordinator  
**Annette Funderburk**  
J.F. Ingram  
Community College



Facilities Coordinator  
**Vickie Williams**  
Chattahoochee Valley  
Community College



Multimedia Coordinator  
**Warner Taylor**  
Wallace-Dothan  
Community College



President's  
Representative  
**Dr. Reginald Sykes**  
Bishop State  
Community College



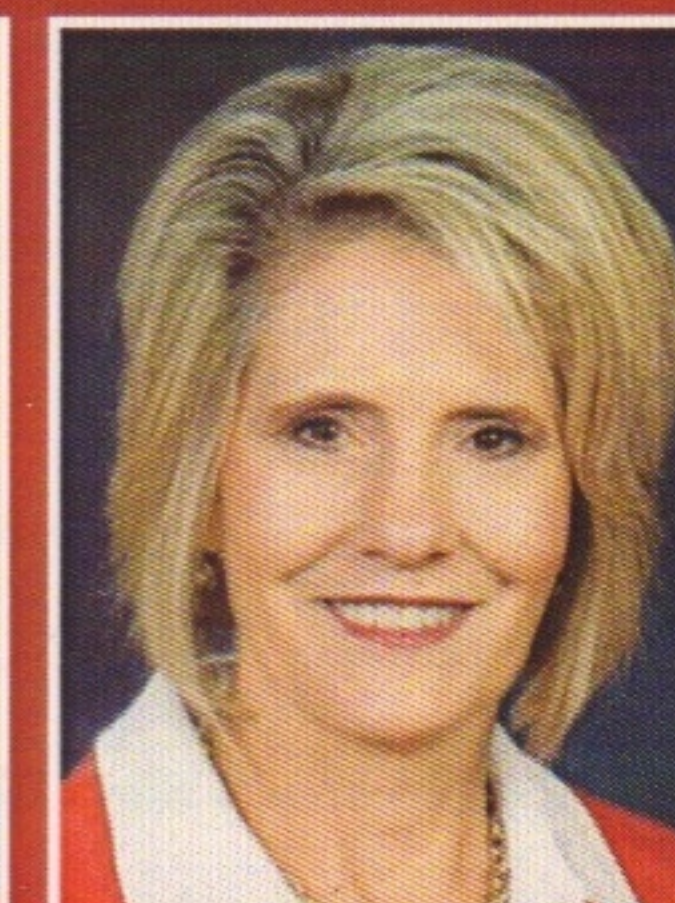
Food Services  
Coordinator  
**Sherie Grace**  
Northeast Alabama  
Community College



Registration/Auxiliaries  
Coordinator  
**Camie Huett**  
Alabama Technology  
Network



Registration/Door Prize  
Coordinator  
**Dr. Leslie Hartley**  
Bevill State  
Community College



Registration/Facilitators  
Coordinator  
**Chellye Stump**  
Enterprise State  
Community College



ACCS Representative  
**Trish Jones**  
Alabama Community  
College System



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Vice-President  
**Angela Cone**  
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Community College



Assistant Secretary  
**Joni Lambert**  
Coastal Alabama  
Community College

Alabama Community College Association





# NOTES

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Alabama Community College Association

